

THE SECRETARY OF DEFENSE

WASHINGTON

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1 August 1950

MEMORANDUM FOR THE SECRETARIES OF THE MILITARY DEPARTMENTS  
THE DEPUTY SECRETARY OF DEFENSE  
THE ASSISTANT SECRETARIES OF DEFENSE  
THE CHAIRMEN OF BOARDS, STAFFS AND COMMITTEES, OSD  
THE DIRECTORS OF OFFICES, OSD

SUBJECT: Delays in Call to Active Duty for Members of the Civilian  
Components of the Armed Forces Possessing Critical Occupational  
Skills, (M-20-50)

By memorandum of 23 June 1950, the Chairman, National Security Resources Board, requested the Department of Defense to undertake, as a mobilization planning assignment, consideration of occupational deferment policies for members of reserve components of the Armed Forces.

The Personnel Policy Board has submitted, and I have approved, the attached policy. In forwarding this policy to you, I invite your attention to the fundamental considerations upon which it is based:

1. The basic function of the civilian components is to be available for military service in the Armed Forces in time of emergency.
2. In an emergency the national interest may dictate that the ordering to active duty of certain reservists be delayed temporarily.
3. The Military Departments must reconcile the relative needs of the Departments and the supporting civilian economy for reservists possessing critical skills.
4. The policies and criteria which have been developed represent a practical reconciliation of these two needs by guaranteeing the Military Departments critical persons most urgently needed by them and by providing for the retention in the civilian economy of critical persons who can be spared by the Armed Forces.
5. Consideration for delay in call to active duty of a reservist should be based upon his current employment in a critical occupation necessary to a highly essential activity.
6. Delays in call to active duty should be made on an individual basis only. Under no circumstances should blanket delays be granted.
7. That implementation of this policy should be delegated to the Military Departments and re-delegated by them to the echelon having the information necessary to carry out the policy. No agency outside the Department of Defense is necessary or desirable for the administration of this policy.

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8. Policy relative to delay in call to active duty of reservists is a matter of vital military and civil interest and should be given wide publicity.

*Louis Johnson*

Attachment - 1

1 August 1950

**POLICY ON DELAY IN CALL TO ACTIVE DUTY FOR MEMBERS  
OF CIVILIAN COMPONENTS OF THE ARMED FORCES POSSESSING  
CRITICAL OCCUPATIONAL SKILLS**

**I. GENERAL STATEMENT:**

1. It is the traditional policy of this country to rely for national security largely upon the readiness and willingness of its citizens to mobilize rapidly as armed forces in the event of a national emergency. The basic function of the Civilian Components is to be available for military service in the armed forces in time of an emergency.

2. In an emergency the national interest may dictate that the ordering to active duty of some reservists be delayed temporarily. Some members of the Civilian Components are engaged in civilian occupations essential to activities critically necessary to the maintenance of the national health, safety or interest. Men with experience and skills in such occupations will be required by the Armed Forces and by the civilian economy in numbers far exceeding the supply. The Department of Defense is interested in seeing that military manpower objectives for these critical skills are attained and, at the same time, that production and research, vital to the national military effort, are not seriously impaired by a sudden withdrawal of these critical skills from the civilian economy. Because the Department of Defense has these dual interests, the immediate military requirement in a national emergency for reservists possessing such skills must be weighed, balanced, and reconciled with the civilian requirements to the maximum extent possible in the interest of national security.

3. It is the purpose of this statement to establish the basic criteria upon which requests for delay in call to active duty for the purpose outlined in paragraph 2 will be considered and evaluated. Delays in calling to active duty members of the Civilian Components shall not be considered as a means of exempting individuals indefinitely from military service, and such delays may be terminated at any time, due to overriding military considerations. Any initial delay in call to active duty under this policy may not exceed a period of six months and may be for a lesser period within the discretion of the Departments concerned. At the end of the initial specified delay in call to active duty the same procedure outlined in this policy will govern, and additional delay in call to active duty may be authorized. However, a stricter application of the criteria set forth in this policy statement will be applied in evaluating requests for renewals.

4. In applying the policies outlined herein, each reservist when called to active duty, for whom a delay is requested, will be classified preceding actual assignment. Among other matters this classification will determine or verify the reservists civilian occupation in accordance with the titles, codes, and definitions of the Dictionary of Occupational Titles published by the Department of Labor.

5. Delays in call to active duty shall be made on an individual basis only. Under no circumstances shall blanket delays be granted.

## II. CRITERIA FOR DELAY IN CALL TO ACTIVE DUTY

1. Members of the Civilian Components employed or engaged in critical civilian occupations or essential activities and who are needed for immediate utilization by the military services. Such members will be considered for delay in call to active duty only if the following criteria are met:

- (1) The member is principally engaged or employed in a civilian occupation appearing on the Department of Labor List of Critical Occupations; and in a highly essential activity necessary to the national health, safety, or interest as defined in the Department of Commerce List of Essential Activities; or
- (2) The member is otherwise engaged or employed in a key position in a highly essential activity necessary to the national health, safety, or interest as defined in the Department of Commerce List of Essential Activities.
- (3) It is established after careful consideration of the member's or his employer's written request that the member in fact complies with the criteria of 1 or 2 above, and that there are unique circumstances surrounding the member's employment or work which give him essential knowledge or experience not possessed by any available replacement possessing the same skill.

2. Members of the Civilian Components Occupying Critical Key Managerial Jobs.

The following applies only in the case of a member occupying a critical key managerial position not otherwise accounted for in the Department of Labor List of Critical Occupations.

Such member may be authorized delay in call to active duty by the military department concerned only if all the following criteria are met:

- a. The member's call to active duty would cause material loss in production, services or research necessary to the national health, safety or interest.
- b. Written representation is submitted giving specific justification for delay in call to active duty.
- c. The urgency of the civilian work outweighs the need of the armed forces for his services.
- d. Request for delay in call to active duty of men under 26 years of age will be considered only in exceptional cases.

3. Members of Civilian Components enrolled in educational institutions or engaged in research and scientific activities.

Call to active duty of a member enrolled in an educational institution may be delayed until completion of the school term in which the member is then registered. A member pursuing a professional graduate course or engaged in research in a technical or scientific field of primary interest to the Department of Defense should be granted delay in call to active duty. Such delay will be based upon the merits of the individual case.

III. APPEALS

The Military Departments will establish appropriate procedures for considering appeals for delay in call to active duty of individual members of the Civilian Components in accordance with the criteria stated above. Appeals may be made by the member or his employer.

IV. CHANNELS FOR APPEALS

The Military Departments will establish and publicize the office of original request for delay in call to active duty and the successive echelons of appeal channels.

V. IMPLEMENTATION

Implementation of these policies is delegated to the Secretaries of the Military Departments.